U.S. DEPARTMENT OF THE INTERIOR
Certification of Position Approval for Retirement Under 5 USC 8336(c) and 8412(d)

[X] Approved under the Civil Service Retirement System, 5 USC 8336(c)

[X] Approved under the Federal Employees Retirement System, 5 USC 8412(d)

Category of Coverage: Secondary/Administrative (LE)

Bureau: Bureau of Land Management – Bureau wide.

Classification Title: Supervisory Staff Law Enforcement Ranger.

Organization Title: _____.

Position Number: LE125 Series and Grade: GS-1801-12.

RECOMMENDATION FOR COVERAGE REVIEW:

Secondary administrative coverage under CSRS and FERS is recommended for this position. This is a Bureau Standard Position Description

This position has administrative duties in an organization having a law enforcement mission. The primary purpose of the position is management and supervision of the Law Enforcement Ranger function and unauthorized use activities through the enforcement of Federal laws and regulations relating to public and resources managed by the BLM; and to apprehend persons who commit offenses of the criminal laws and regulation of the US relevant to public lands and resources. Position requires thorough knowledge of laws, regulations and policies relating to management of public lands as well as the methods, techniques and procedures of investigation, arrest, and search and seizure to perform apprehensions and investigations related to violations of those laws and regulations. **The position requires prior law enforcement experience and is clearly in an established law enforcement career path.**

Lori Otto — 8/31/07
FLERT HR Specialist (PDs) — Date

[signature] — 8/17/07
Bureau Program Designee — Date

Michael Gillmore — 9/10/07
Michael Gillmore, DOI Fire & Law Enforcement Retirement Team Lead — Date

APPROVAL: The position described above is approved for coverage under Firefighter or Law Enforcement (FF/LEO) Retirement and retroactive to the classification date of 08/10/07. Approval is by DOI Secretary's Designee:

Nancy Miller — 9/12/07
Deputy Assistant Secretary, Performance, Accountability and Human Resources — Date

(DOI Revised 01/99)

POSITION DESCRIPTION *(Please Read Instructions on the Back)*

1. Agency Position No.: LE125

2. Reason for Submission: ☐ Redescription ☑ New ☐ Reestablishment ☐ Other
Explanation *(Show any positions replaced)*

3. Service: ☐ Hdqtrs ☑ Field

4. Employing Office Location:

5. Duty Station:

6. OPM Certification No.:

7. Fair Labor Standards Act: ☑ Exempt ☐ Nonexempt

8. Financial Statements Required: ☐ Executive Personnel Financial Disclosure ☑ Employment and Financial Interest

9. Subject to IA Action: ☑ Yes ☐ No

10. Position Status: ☑ Competitive ☐ Excepted *(Specify in Remarks)* ☐ SES (Gen.) ☐ SES (CR)

11. Position Is: ☑ Supervisory ☐ Managerial ☐ Neither

12. Sensitivity: FPPS Code: 3 ☐ 1--Non-Sensitive ☑ 3--Critical Public Trust: HR ☐ 2--Noncritical Sensitive ☐ 4--Special Sensitive

13. Competitive Level Code:

14. Agency Use:

15. Classified/Graded by	Official Title of Position	Pay Plan	Occupational Code	Grade	Initials	Date
a. Office of Personnel Management						
b. Department, Agency or Establishment						
c. Second Level Review	Supervisory Staff Law Enforcement Ranger	GS	1801	12	twr	8/10/07
d. First Level Review	Department of the Interior, FLERT Specialist [signature] This PD has been approved as follows under 5 USC 8336(c) and 8412(d)					
e. Recommended by Supervisor or Initiating Office	____ Firefighter ✓ Law Enforcement ____ Primary ✓ Secondary/Administrative ____ Sec/Supvy Approval Date September 17, 2007					

16. Organizational Title of Position *(if different from official title)*:

17. Name of Employee *(if vacant, specify)*:

18. Department, Agency, or Establishment: Department of the Interior

a. First Subdivision: Bureau of Land Management

b. Second Subdivision:

c. Third Subdivision:

d. Fourth Subdivision:

e. Fifth Subdivision:

19. Employee Review-This is an accurate description of the major duties and responsibilities of my position.

Signature of Employee *(optional)*:

20. **Supervisory Certification.** *I certify that this is an accurate statement of the major duties and responsibilities of this position and its organizational relationships, and that the position is necessary to carry out Government functions for which I am responsible. This certification is made with the knowledge that this information is to be used for statutory purposes relating to appointment and payment of public funds, and that false or misleading statements may constitute violations of such statutes or their implementing regulations.*

a. Typed Name and Title of Immediate Supervisor:

Signature: | Date:

b. Typed Name and Title of Higher-Level Supervisor or Manager *(optional)*:

Signature: | Date:

21. **Classification/Job Grading Certification.** *I certify that this position has been classified/graded as required by Title 5, U.S. Code, in conformance with standards published by the U.S. Office of Personnel Management or, if no published standards apply directly, consistently with the most applicable published standards.*

Typed Name and Title of Official Taking Action:
Todd W. Ryan, HR Specialist (Classification)
Office of the Director of Human Capital

Signature: [signature] | Date: 8/10/07

22. Position Classification Standards Used in Classifying/Grading Position
Gen Inspection, Investigation and Compliance Series, GS-1801, Oct 1980, HRCD-7. PCS for Gen/Criminal Investigating Series, GS-1810/1811, TS-8, February 1972. PCS for Border Patrol Agent Series, GS-1896, TS-32, September 1978. Intro to the Pos Class Stnd, July 1999, HRCD-7. Draft Job Family Standard for Administrative Work in the Investigation, Enforcement, Inspection, and Compliance Group, GS-1800, December 2001 General Schedule Supervisory Guide (GSSG), HRCD-5 June 1998, April 1998.

Information for Employees. The standards, and information on their application, are available in the personnel office. The classification of the position may be reviewed and corrected by the agency or the U.S. Office of Personnel Management. Information on classification/job grading appeals, and complaints on exemption from FLSA, is available from the personnel office or the U.S. Office of Personnel Management.

23. Position Review	Initials	Date	Initials	Date	Initials	Date	Initials	Date	Initials	Date
a. Employee *(optional)*										
b. Supervisor										
c. Classifier										

24. Remarks
BUS: 8888 FPL: GS-12 This position is subject to Drug Testing.

25. Description of Major Duties and Responsibilities *(See Attached)*

DEPARTMENT OF THE INTERIOR
POSITION DESIGNATION RECORD

Type 1: Decision Maker - External

BUREAU/OFFICE: Bureau of Land Management Below State Office level PROGRAM: Type 2: Law Enforcement

POSITION TITLE: Supervisory Staff Law Enforcement Ranger

POSITION DESCRIPTION # : LE125 GS 1801 12

Is this a program management position with private sector impact? Yes

I. PROGRAM DESIGNATION: Limited

Determined by Bureau/Agency head:

	Major	Substantial	Moderate	Limited
Impact: Moderate				

Scope: Agency

II. POSITION PLACEMENT:

Risk Factors	Risk Points
a. Degree of Public Trust (7-1):	3
b. Fiduciary Responsibility (7-1):	2
c. Importance to Program (7-1):	2
d. Program Authority (7-1):	3
e. Supervision Received (7-1):	3
TOTAL POINTS:	13

Note: Place C after the risk level if this is a Computer/ADP position

III. (A) INITIAL POSITION RISK DESIGNATION: (High Risk, Moderate Risk or Low Risk)

Adjustments for ADP: No LR

Adjustments (Include national security and computer/AIS criteria):

Comments: Adjustments for uniqueness and uniformity by the Washington Office: Critical Sensitive (CS)
Adjustments for uniqueness and uniformity locally: High Risk (HR)
Adjustments for ADP: No Adjustment

Washington Office adjustment. Armed law enforcement officer.

(B) FINAL PLACEMENT: (Sensitivity SS/CS/NCS, and access level SCI/Top Secret/Secret or Risk level HR/MR/LR):

National Security Designation: CS

Public Trust (Risk) Designation: HR

FPPS Code: 3

Single Scope Background Investigation (SSBI)

5 year Periodic Reinvestigation (PRI) required.

Procedures governing eligibility for access to Top Secret (TS) information.

Signature of Agency Designator

Todd W. Ryan , HR Specialist (Classification)

Printed Name of Agency Designator

8/11/07

Date

(303)236-6669

Telephone Number

DI 1959

7/27/04 #3631
Replaces 10/3/00 #3325

INTRODUCTION

This is a standard law enforcement position description intended for use in the Bureau of Land Management. This position is typically located at the District (middle tier) or larger Field Office level but may be located at any organizational level within the Bureau of Land Management (BLM). The primary purpose of the position is the management and supervision of the Law Enforcement Ranger function and unauthorized use activities through the enforcement of Federal laws and regulations relating to the public lands and resources managed by the BLM, and to apprehend persons who commit offenses of the criminal laws and regulations of the United States that relate to the public lands and resources. Detecting and reducing criminal violations and resource trespass, and minimizing resource loss are measures of the efficiency of the organization.

The incumbent supervises three or more Law Enforcement BLM Rangers[1] who are assigned large geographical areas of public land subject to a variety of uses and are responsible for identifying and investigation criminal activity occurring on the public lands, apprehending suspects and violators, and carrying out the Federal Land Policy and Management Act of 1976 law enforcement objectives.

The incumbent is a uniformed law enforcement officer with full delegated law enforcement authority with responsibility to provide direction and leadership to the ranger function within the assigned area; and, to manage programs designed to apprehend persons who commit offenses of the criminal laws and regulations of the United States that relate to the public lands and resources. The duties also include leadership and coordination of other ranger related services such as search and rescue, public contact and education, accident and tort claim investigations, and compliance.

The duties for this position may require the incumbent to perform a minimum of three hours of irregular or occasional overtime work per week. The incumbent is responsible for recognizing, without supervision, the circumstances which require them to remain on duty beyond regular work hours.

Prior primary experience and training as a law enforcement officer carrying out duties involving the investigation, apprehension, and/or detention, of persons suspected or convicted of offenses against the criminal laws of the United States is a mandatory requirement of this position.

MAJOR DUTIES

Program Management (50%)

[1] The base grade (minimum of 25% of the work under supervision) of the Law Enforcement Rangers must be at the GS-11 level. The program managment work of this position will generally be similar to that performed by Staff Law Enforcement Rangers (See LE126, GS-1801-12); however, the program work is generally not of the same size, complexity or scope and effect described in that description. In some cases, for example where the number of LE Rangers meets or exceeds the minimum requirement of 10 LE Rangers and where supervision is assigned, this position may be used in place of LE126 regardless of base grade. This is because the program work would sustain the GS-12 grade, a situation atypical for this position.

Manages the Law Enforcement Ranger Program which includes unauthorized use, and providing for the implementation of the resource protection and law enforcement elements of resource management plans. The incumbent serves as a technical expert and authority on Law Enforcement Ranger and unauthorized use operations, and is the key advisor to the line manager on all areas of unauthorized use and enforcement policy, law enforcement techniques and tactics, effects of proposed regulations and land use planning issues, and matters related to specific cases. Ensures program activities are consistent with national and state polices and procedures for carrying out law enforcement activities. Develops local policies and procedures for carrying out law enforcement activities as needed.

- Unauthorized Use Program. Incumbent develops, implements, and monitors an unauthorized use prevention program, insuring that resource management objectives are enhanced by concentrating efforts on the protection of resources as well as the prosecution of violators. Develops broad strategies involving staffing levels, enforcement techniques, regulations, and physical/facility improvements to deter and detect criminal activity and unauthorized use. Reviews policy, legal authorities, and Bureau directives and prepares procedures pertaining to detection and abatement of unauthorized use and criminal activity. Analyzes public land use patterns or trends, and criminal activity and trends on the Public Lands. Analyzes BLM incident data to predict trends, establish program priorities, and to decrease the impact of criminal activity and unauthorized use on the Public Lands. Develops and implements solutions such as staffing levels, additional regulation through supplementary rules, law enforcement methods and techniques, and physical/facility improvements to deter and detect criminal activity and unauthorized use.
- Resource Protection Program. Integrates the Law Enforcement Ranger function with resource management and protection efforts within the assigned area by working closely with other BLM program areas such as Minerals, Recreation, Cultural, Geology, Wildlife, Lands, Vegetation, and Fire Program leads in order to provide these programs with coordinated law enforcement capabilities. Works with other staff specialists on programs to establish procedures for handling resource protection and law enforcement problems.
- Leadership, Agreements, and Consultative Services. Asserts technical leadership and provides staff coordination, review, and consultation on complex issues in assigned functions. Reviews existing and proposed regulations for impact on functional areas and enforceability. Determines need for and prepares proposed regulations related to resource protection and unauthorized use. Prepares or reviews proposed regulations required to implement land use planning decisions.

  Develops and maintains liaison with other Federal, State, and local law enforcement and resource management agencies to share resources in order to provide additional protection of people and property on public lands. Provides technical assistance in developing and administering law enforcement agreements. Coordinates law enforcement efforts having impact on other law enforcement agencies. Maintains liaison with the U.S> Attorney's Office, court clerks, and other criminal justice organizations.
- Plans. Plans, implements, and coordinates the law enforcement activities which includes identifying apprehension efforts needed to address current and potential law enforcement problems, cooperative investigative and apprehension efforts with other Federal, State, and

local law enforcement agencies, crime prevention efforts, public safety, and contingency plans. Provides input and assists in development of the Annual Work Plan. Reviews program submissions, seeks optimum funding levels, and reviews and evaluates field performances against the Annual Work Plan and program performance goals and objectives. Determines cost of activities based on staffing, equipment, supplies, and material requirements. Revises program activities to conform to approved operating plans and available funding level.

Incumbent works closely with senior management, law enforcement and resource specialists to design District/Field Office wide staffing, and budgeting plans for the functional law enforcement program. Working with Bureau and other agency sources, the incumbent determines the need for, initiates, prepares and/or recommends policies, program procedures, and standards to be used by managers, resource specialists, and BLM law enforcement officers (LEO).

Provides coordination for the law enforcement program involving Field Offices and. outside agencies. Coordinates the law enforcement ranger function with the Office of External Affairs. Prepares responses to letters from members of Congress, other Federal, State, and local agencies, and the public covering a wide range of resource and technical matters relating to the law enforcement and resource protection program.

Enforcement/Investigations/Apprehension (25%)

Enforces a variety of Federal laws and regulations related to public land and resources by performing investigations, apprehending suspects and violators, performing surveillance activities, and making enforcement contacts. Conducts full range criminal, civil, and administrative investigations. Locates, secures, and protects crime scenes. Investigates areas where acts of criminal activity, theft, vandalism or offenses of the criminal laws and regulations of the United States that relate to the public lands and resources have occurred. Develops information through fact finding by collecting on-site evidence, interviewing witnesses or suspects, following up on leads, searching records, conducting surveillance, observing suspicious activity, and through information provided by informants, concerned citizens, and local Federal and State officials. Prepares investigation reports by documenting findings and facts, obtaining witness statements and copies of official records, and including pertinent correspondence, maps, historical information, exhibits, and photographs. Determines the Federal criminal laws or regulations and/or State laws being violated.

As case agent, represents the U.S. Government as the prosecutor in court. Obtains investigation reports and criminal history of the defendant and prepares testimony. Meets with prosecuting attorneys, presents testimony, delivers evidence to the court, and responds to testimony presented by defense attorneys/defendants. Recommends sentence, e.g., fines, probation, time in custody, administrative action, and monetary restitution to the government or reclamation of damage to the court. Requests and presents justification for arrest warrants for defendants who fail to appear in court.

Maintains operational capability to perform and lead Law Enforcement Ranger field work and to plan and conduct special law enforcement operations. Leads, coordinates and participates in efforts of Federal, State, and local law enforcement agencies in planning and conducting

investigative and enforcement operations on public lands. May be assigned as an incident commander for certain activities, and special event, and operations that require the application of BLM law enforcement services.

The incumbent may act as a State Peace Officer under a Memorandum of Understanding with the county sheriffs or other State or local officials, in accordance with federal and state law and policy. Pursuant to such memoranda, is authorized to enforce applicable State or local laws, regulations, and ordinances on Federal public lands and adjacent private property. Has knowledge of state/county laws, handles evidence in compliance with state/county rules, makes arrests, writes state citations/reports, works with District/County Attorneys, and testifies in state courts.

Supervision (25%)

Supervises three or more Law Enforcement Rangers. Assigns, directs, and reviews the work; plans and provides for formal and informal training; evaluates work performance; interviews candidates; recommends selections, promotions, awards, disciplinary action, separations; plans, schedules, and coordinates work operations; resolves work problems; and, explains management policies and goals.

Ensures equal opportunity for all employees supervised and fair and unprejudiced employment practices in recruitment efforts and selection process. Actively supports the Equal Opportunity Program in day-to-day activities.

Is responsible for the on-the-job safety and health, of all employees supervised. Identifies and corrects job safety and health hazards, instructs employees on safety requirements for job assignments, and reviews and reports injuries and lost time.

Serves as a role model for employees by abstaining from drug use and supporting the Department-wide Drug Free Workplace initiative. Remains vigilant to the signs of substance abuse and knowledgeable of the counseling/therapy available. Deals with conduct and performance-based problems through the use of counseling and other appropriate procedures. Orients workforce periodically about program policy and procedures through circulating literature, holding meetings, and other means.

SPECIAL REQUIREMENTS

Incumbent must safely utilize firearms, non-lethal weapons, and defensive tactics in the conduct of daily activities. Operates motor vehicles or special purpose law enforcement vehicles of various types including four-wheel drives, all terrain vehicles, motorcycles, and small watercraft. Must have and maintain a valid motor vehicle operator's license.

This position is a drug-testing designated position.

Incumbent must meet the medical and physical standards for this position.

Incumbent must have successfully completed a Basic Law Enforcement School (with emphasis on natural resources law enforcement) at the Federal Law Enforcement Training Center (or equivalent). Incumbent must successfully complete 40 hours of in-service training annually.

Incumbent must maintain a delegation of law enforcement authority.

FACTORS

Factor 1, Knowledge Required by the Position

- Extensive knowledge of natural resource management principles, practices, and concepts and Federal laws and regulations, and relevant court cases, and local laws bordering the public lands being managed that relate to the management of public lands and resources, including the Federal Land Policy and Management Act (FLPMA) and those governing situations that may occur on public lands.
- Extensive knowledge of legal principles and concepts sufficient to determine what constitutes a crime or violation as defined in a Federal and State statues, and recognize the kinds of evidence required to prove that a violation has occurred (e.g. Federal Rules of Criminal Procedure, Rules of Evidence, Search and Seizure, and Rules of Arrest).
- Knowledge of basic laws, regulations, and policies relating to management of public lands and how these laws, regulations, and policies affect the development and operation of the BLM law enforcement function. This requires thorough understanding of 43 USC, 43 CFR, and Titles 16 and 18 of the United States Code.
- Knowledge of the legal aspects of law enforcement and investigative functions, resource protection, and unauthorized use sufficient to evaluate operations, prepare funding requests, and develop alternative procedures and standards.
- Detailed knowledge of what constitutes a crime or violation, as defined in pertinent statutes, and the kinds of evidence required to prove that violation of law has occurred.
- Detailed knowledge of the methods, techniques, and procedures of investigation, arrest, and search and seizure to perform apprehensions and investigations.
- Extensive knowledge of the principles, concepts, and methods involved in the multiple-use management of lands and resources.
- Substantial knowledge and understanding of the impact that the protection of historic, cultural, and/or natural resources may have on communities and interest groups e.g. conservation, historical, and recreation use associations.
- Through knowledge of the policies, rules, and regulations of the Department of the Interior and the BLM, and of the organizational structure, functions, missions, and objectives of the BLM in order to integrate their individual requirements into a responsive law enforcement program.
- Thorough understanding of the principles and practices of Federal government supervision and personnel management practices.

- Substantial knowledge of the Bureau planning system to deal with budget preparation and monitoring, and knowledge of data collection procedures for comprehensive management plans and resource management plans. Must have detailed knowledge of procedures for implementing planning decisions to insure that practical and meaningful advice can be given to management to assure a wide range of implementation actions are clearly enforceable.
- Complete knowledge of data analysis, data synthesis, and skill in analyzing, evaluating, and reporting significant and meaningful, data, developing feasible alternatives, making meaningful recommendations, and presenting succinct and complete reports.
- Complete understanding of the concepts and methods for disseminating information, through printed materials, signing, and .formal presentation, to serve as an advisor to personnel. Skill in the methods of verbal and written communication to keep the public and Bureau personnel informed and to represent the law enforcement ranger function interests.
- Ability to communicate in writing to prepare accurate documentation, reports, and correspondence.

Factor 2, Supervisory Controls

Incumbent works under the supervision of the District or Field Manager, or Staff Ranger. Assignments are received in terms of broad program objectives and priorities. Additional technical advice is available from Special Agent-in-Charge or the State Staff Ranger. The incumbent has considerable latitude in determining day-to-day projects, priorities, and methods for carrying them out. Incumbent is expected to independently select techniques, establish methods, and procedures for studying and resolving particular problems, handle conflict situations, and otherwise carry assignments through to completion. Supervisor relies on incumbent for determination or modification of policies, programs, and actions. Completed work is normally reviewed only for overall accomplishment, adherence to policy, and the quality of approach to assignments.

Factor 3. Guidelines

Guidelines include appropriate public laws (Federal, State, Local); Department regulations; Departmental and Bureau policy and directives; Bureau work plans; precedent actions; and federal and state criminal justice guidelines.

Guidance material is written in very broad terms to allow the use of critical judgment to meet given situations. The work requires the incumbent to select, apply, extend and develop techniques, methods, approaches, and standards to accomplish objectives where precedents are absent or not directly applicable to specific problems. This guidance is for unique and difficult technical problems and policy matters.

Laws enforced include the Federal Land Policy and Management Act, Sikes Act, Wild Free Roaming Horse and Burro Act, Land and Water Conservation Act, Taylor Grazing Act, National Trails System Act, Antiquities Act, Unlawful Enclosures of Public Land Act, Archaeological Resources Protection Act, certain sections of Titles 16, 18 and 21 U.S.C., and regulations at 43 CFR.

Factor 4, Complexity

The incumbent administers a complex law enforcement ranger programs within BLM and has program responsibility for the law enforcement ranger function in the assigned state.

This position requires performance of a wide variety of complex interrelated tasks that change frequently from day to day. The incumbent administers the law enforcement ranger program, facing complex, technical, and administrative problems of use, management, and resource protection in a wide variety of locations that have differing mixes of multiple resource management issues.

The incumbent is also responsible for the implementation, maintenance, and evaluation of policies, standards, criteria, systems, and procedures for law enforcement, ranger operations, and the prevention, detection, investigation and apprehension of criminal activity and unauthorized use.

Law enforcement incidents are seldom black and white and often involve complex judgmental decisions by the Law Enforcement Rangers. The incumbent provides necessary leadership to the Law Enforcement Rangers within the assigned area to assure consistency in training and application of policies related to all kinds of enforcement actions.

Factor 5, Scope and Effect

Interaction is with all Bureau programs throughout the assigned area. Faulty decision in application of the law may result in extreme embarrassment to the Agency, physical injury to the accused, or damage to his/her reputation, or civil action against the arresting officer and the agency. Failure to act quickly and accurately could result in the death or injury of a member of the public, other employee, or the incumbent.

The technical expertise of the position has significant influence on sensitive and highly visible program activities in the District/Field Office affecting program performance, including public safety, and enhancement of resource use on public lands in the assigned area. Implementation of Law Enforcement Ranger operation for closures and restrictions on use of public lands are of significant public interest due to factors such a the fragile nature of the resources involved, severely limited funds, overcrowding, vandalism, motorized vehicle impacts, land development encroachment or other related problems.

Factor 6. Personal Contacts

Contacts are with Rangers in the various District/Field Offices, as well as line managers and resource specialists in the State, and District/Field Offices. Communicates effectively with highly diversified interest organizations, and State and local agencies involved in activities with the Law Enforcement Ranger function. Contacts are numerous and varied, due to the widely scattered land patterns and different types of resource uses.

The incumbent must successfully work with a broad spectrum of the public, BLM employees, other agency counterparts, and upper levels of BLM management. Contacts include equal or higher level contacts in other BLM divisions, District/Field offices, other bureaus within DOI, other Federal, State and local agencies, governments, professional organizations, and universities. The incumbent works closely with counterparts from BLM and other agencies to reach agreement on courses of action, to resolve conflicts, and to take coordinated action on specific cases.

Factor-7. Purpose of Contacts

To arrive at agreed upon courses of action that will be approved by the District/Field Manager and accepted by staff specialists, other agencies, or the public. Much of this agreement involves standards, operating procedures. and budgetary matters. Many conflicting points of view must be resolved to provide a high degree of acceptance and relevance.

Contacts involve keeping management and District/Field Office program leads informed on common problems and changing operations and receiving or providing technical advice and assistance. Outside contacts include representing the Law Enforcement Ranger function on committees, task forces, and at meetings to exchange ideas and methods, to coordinate work on adjoining lands, or to plan and coordinate joint projects.

Factor 8. Physical Demands

The work is primarily office oriented in nature, but requires frequent travel to any part of the United States for meetings, law enforcement operations, investigations or other program activities. He/she may be required to put in long hours beyond the normal tour of duty.

Many of these operations and investigations occur in remote areas of the Public Lands in the western States. These remote areas are in high mountains, some over 10,000 feet altitude, desert and wooded areas, canyons, and other types of rough terrain. The incumbent will travel by aircraft, motor vehicle, all terrain vehicle, horseback, and on foot to remote locations. He/she may be required to remain in these remote areas for long periods to complete the activity/investigation. The work requires considerable strenuous physical exertion, e.g., long periods of standing, crawling, walking and running over rough, uneven, rocky surfaces and through wooded or brush areas, performing these activities day or night. The incumbent may be required to respond immediately from a sedentary activity to an extremely arduous activity

The incumbent must be able to safely utilize firearms, less-lethal weapons, and defensive tactics in the conduct of daily activities, and must be prepared at all times, to defend him/her-self and others against physical and armed attack, including the use of physical violence or deadly force.

The duties of this position are so rigorous that a physical examination is required to ensure that the employee assigned can perform the duties without physical injury to self or others.

Factor 9. Work Environment

Work is performed both in an office setting and outdoors with exposure to hazardous and environmentally adverse conditions. Many investigations occur in isolated areas of the public lands. The remote areas are in, high mountains as well as desert areas, canyons, and other types of rough terrain. This type of work involves potentially high risks with personal exposure to dangerous situations, including possible physical attack or other uncontrollable conditions. The incumbent is regularly exposed to temperature and weather extremes, and will travel on foot or by specialty vehicles, e.g., four-wheel drive, motorcycles, and all-terrain vehicles, aircraft, or horseback to these remote locations to gather evidence and to arrest violators.